

Practitioner Permeability Self-Assessment/ Reflective Questions

Awareness of Self: How good am I at acknowledging gaps in my knowledge? Do I expect to have all the answers? How do I feel about not knowing? How comfortable am I with uncertainty?

Awareness of Others: In what ways do I compare myself with colleagues/fellow practitioners? How does this influence me/my practice?

Awareness for Others: In what ways do I look out for colleagues? How do I decide when to step in? Awareness Sharing How willing am I to share my uncertainties with others? Who do I choose to share uncertainties with? What supports me to share uncertainties? Do I encourage others to share uncertainties with me? Do I see uncertainties as an opportunity for learning? Do I tend to see uncertainty as an indicator of risk?

Feedback Seeking Orientation: Do I seek feedback? Do I regard feedback as part of learning? Do I avoid or disregard feedback? Do I seek feedback from a range of people? Do I tend to seek feedback from the same people? If so, why?

Openness to Alternatives: Do I tend to think the way I have always done things is best or right? If so, what makes me think this? How much flexibility am I willing to tolerate? Am I willing to try new approaches? Am I willing to listen to another's perspective?

Critical Awareness / Agency: What influences whether I am willing to make changes in my practice or practice behaviours? How do I decide whether to change aspects of my practice? Do I have preferences for certain sorts of evidence? Do I tend to think some evidence is more important than others?

Willing to Change / Learning Disposition: Am I willing to try a new approach or behaviour? Am I willing to persevere with alternatives, or do I tend to stick with things I am familiar with? Am I likely to think that changing my practice makes it look like I was wrong before?